



Benefit Plan Management

www.Secova.com

Developing the best health and human resources strategies involves more than identifying vendors, signing contracts, and generating RFPs. Secova helps your company analyze and design a strategic benefit plan to support your corporate goals and culture, ensuring that all possible cost savings are identified and incorporated into your plans. Our experts are consulting professionals who understand what it takes to effectively audit, implement, and manage employee benefits offerings. Secova provides you with the extra support you need to solve your most pressing benefits plan design issues.

Today, there are new challenges presented by consumer driven health plans (CDHP's). The intricacies of CDHP's require expertise in procurement, vendor management, and assistance with implementation of your benefits program. This, coupled with the continued rise in health care and benefit costs, also necessitates controlling, managing, and driving down costs.

Secova also provides a key advantage by being large enough to architect the best deals for your company while being nimble enough to provide personal service to your team. Our Benefit Plan Management services range from designing a plan

to contract negotiations to renewals. Each step of the way, Secova provides strategic planning, financial analysis, and specific recommendations that will ultimately result in cost savings and a stronger negotiating position in the future.

Benefit Plan Management Includes:

- Benefit Plan Design
- RFP Generation and Analysis
- Benefit Selection and Renewal
- Rate Negotiation and Contracting

Benefit Plan Design

Following a program audit, Secova will analyze all the components of your benefit plan to help you make strategic decisions and specific improvements.

Benefit Plan Design includes:

- Self-insured and fully insured analysis and recommendations
- Consumer-Driven Health Plan design and implementation
- Individual benefit plan analysis and recommendations
- Funding analysis and recommendations

Secova's in-depth analysis can help identify how each plan has performed financially and functionally when compared to the goals of your program.

RFP Generation and Analysis

Your success at the negotiating table may very well be determined by detailed preparation, thorough analysis, and the insight of our experienced staff. The net result of these deliverables will strengthen your negotiating power.

RFP Generation and Analysis includes:

- Analysis of benefits offering
- Proposal generation, distribution, and collection
- Analysis of data to prepare for fact-based negotiations
- Complete facilitation of the RFP process

Secova will work with you to customize an RFP based on your company's particular needs and benefit strategy.

Benefit Selection and Renewal

Secova will conduct an analysis of your current plan that will be the basis for your renewal strategy – a strategy that will help you select exactly the right plans and the appropriate vendors for renewal.

Benefit Selection and Renewal includes:

- Benefit plan and vendor performance evaluation
- Claims and premium analysis
- Benefit and vendor selection
- Development and implementation of renewal strategy

Secova's detailed analysis and preparation will significantly reduce the cost and time demands of benefit selection and renewal.

Rate Negotiation and Contracting

Careful preparation and analysis is an Secova advantage that carries over into every aspect of Benefit Plan Management – including Rate Negotiation and Contracting. We will help you develop a negotiation strategy that leads to lower rates and better services.

Rate Negotiation and Contracting includes:

- One-on-one negotiations in person or by phone
- Rate and service confirmation
- Contract and conversion management
- Securing the best rates and services, aligned with your corporate goals

Secova has a track record of consistently negotiating lower rates than that national average, resulting in significant savings.

Secova's Benefit Plan Management combines analysis, experience, and negotiation expertise to help you develop a renewal strategy, facilitate the RFP process, select the right benefit plan, and secure better rates and services.